Thank You!

www.calcities.org/city-leaders-summit
Mayors and Council Members Department Officers

John Minto, President
Mayor, Santee

Blanca Pacheco, Second Vice President
Mayor, Downey

Susannah Meyer, First Vice President
Council Member, Brentwood

Lori Ogorchock, Immediate Past President/Department Director
Council Member, Antioch
Second Vice President

Are you an enthusiastic and committed elected official? If so, we want you!

The Department is seeking a Second Vice President from Northern California. Submit your application by:

July 8, 2022
Advancing Equity Community

MAKE A DIFFERENCE!

The League of California Cities is excited to announce the Cal Cities Advancing Equity Community, a new community where members can connect with one another to share information and resources.

Email Meghan McKelvey at mmckelvey@calcities.org for information on joining.
Your feedback is much appreciated.

Use this QR Code to complete the conference evaluation today! Share your feedback to shape the next conference!
Find Session Materials Online

www.calcities.org/summit
Cindy Silva
League of California Cities President and Mayor Pro Tem, Walnut Creek
Nicole Lance
Keynote Speaker
STOP SHOULDING yourself

www.nicolelance.co
Life has looked a little different this past 26 months.
LIFE HAS LOOKED A LITTLE DIFFERENT THIS PAST 26 MONTHS
SURE, LET’S MAKE A PLAN!
LIMINAL
Relating to a transitional or initial stage of a process

Occupying a position at, or on both sides of, a boundary or threshold

The time between what was and what’s next
WHAT IMPACT IS THIS HAVING?
Let’s talk about “Zoom Fatigue”...
Virtual meeting burnout...

"What day is it?"
my boss turned herself into a potato on our Microsoft teams meeting and can’t figure out how to turn the setting off, so she was just stuck like this the entire meeting
Zoom Meeting
Audio only
With video
When the zoom meeting is about to end and someone asks a question
Why do I feel compelled to WAVE at the end of Zoom calls? I have literally never walked out of a meeting room WAVING.
What is really going on?
Me on a Zoom call pretending I’m listening and not just looking at myself
YOU'RE ON MUTE
For instance, audio has been proposed as the main reason that video meetings are draining.
It turns out that millisecond delays in virtual verbal responses negatively affect our interpersonal perceptions, even without any internet or technical issues.

Jena Lee, MD- Psychiatric Times
Oxytocin

Brain Hormone

Responsible for forming bonds, reducing fear, and lowering depression
TRUST

Brain Hormone
Responsible for forming bonds, reducing fear, and lowering depression
eye contact
Where does this leave us?
It's fine. It's fine. I'll do EVERYTHING. It's fine.
Before we get started, I want you to pandiculate.
DON’T KNOCK ANYTHING OVER!
Serving those who serve

Executive Coaching
Team Training
Retreats & Teambuilding
Courageous Conversations
Diversity & Inclusion
Women’s Leadership Development
Life Coaching
INSET Em, Myka, and Sean pics here
STOP SHOULDING YOURSELF
BUILDING CAPACITY
IMPROVING SUCCESS & SATISFACTION
BYPASSING BURNOUT
OVERCOMING OVERWHELM

AND MOST IMPORTANTLY...
LEADING WITH AUTHENTICITY
Also: 4 Bonus Questions
LET’S TALK ABOUT HOW WE ARE SHOWING UP
How I actually look
HOW I THINK I LOOK AFTER A TOUGH DAY AT WORK

HOW I ACTUALLY LOOK
HOW I THINK I HANDLE STRESS

HOW I ACTUALLY HANDLE STRESS
AN INCREDIBLY INCREDIBLY SCIENTIFIC SELF-ASSESSMENT
When you think about your public service journey right now...
EMOJI CHECK-IN
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CHANGE YOUR APPROACH IF YOU NEED TO
“I CAN’T DROP THIS PEN.”
WATCH OUT FOR:
I’m just a...
WE’RE JUST...
THAT’S JUST HOW HE IS...
She's just a...
THIS IS HOW WE DO IT
It is what it is
THAT'S JUST HOW THINGS ARE AROUND HERE...
ADJUST
Stop shouldn'ting yourself
How many of you have ever should on yourselves? (In public or in private)
How many of you have ever been should on by someone else?
FOR YOU:
ALL THE TIME!
SO WHAT DO WE DO ABOUT IT?
SELF-AWARENESS
SELF-AWARENESS
TACTICS
OWN YOUR OPTIONS
S: SELF-AWARENESS
T: TACTICS
O: OWN YOUR OPTIONS
P: PERMISSION GRANTED!
S is for Self-Awareness
WHERE ARE YOU SHOULDING YOURSELF?
(OR BEING SHOULD ON?)
NOTICE WHAT YOU’RE NOTICING

→ Create a “should” tally

→ Where do you feel guilty?

→ Where are other people shoulding all over you?

→ Take inventory: What are all the things you feel like you should be doing or should have done by now?
WHO IS ON YOUR PERSONAL BOARD OF DIRECTORS?
Choose wisely
WATCH YOUR INTERNAL WORDS
Some notes about our internal monologue
Research shows up to 80% of the thoughts we have in a day are negative.
Our brains are wired to answer the questions we ask.

“Why do I always make mistakes?”

“How can I possibly keep screwing this up?”

“Why am I such an idiot?”

“Why am I so stupid?”
Our Brains Like to Project Certainty

YOU’RE STUPID BECAUSE...

“Why am I so stupid?”
Google's Gmail and Drive suffer global outages

Users in Australia, the US, Europe and Asia report problems with various applications for several hours

Google has been hit by outages in a host of countries around the world, with users reporting issues with Gmail, Google Drive, Hangouts and Google Maps for several hours.
WHAT VALUES ARE YOU ORIENTING TOWARDS?
Let’s talk about pet peeves.
NEW YEAR
NEW YOU
USE YOUR BLINKER
Never in the history of calming down, has anyone ever actually calmed down, by being told to calm down.
WHAT BUGS YOU?
WHAT DO WE VALUE?
How are we being when we are living those values?
SELF-AWARENESS
TACTICS
PINPOINT YOUR POWER PHRASE
PUNCH TODAY IN THE FACE.
Frantic is not my framework
“People First”
It's Boundary Season
→ Identify situations where you’d like to feel differently or show up differently

→ Identify how you would like to feel or act in those situations instead

→ What words or phrases will help reconnect you to how you want to feel/act?
Experiment with the BS Bucket
WE SHOULD ALL OVER OURSELVES WHEN WE ARE AFRAID...
THE DOUBT JAR
Reframe your focus
LEAVE THE GREMLINS ON THE TABLE
“YES, AND...”
Use the 3 B’s:

Bag It  Barter It  Better It
S: SELF-AWARENESS
T: TACTICS
O: OWN YOUR OPTIONS
P:  

OWN YOUR OPTIONS
DON’T LET YOUR OPTIONS OWN YOU
STEP 1: GET CLEAR
5 STEPS TO CLARITY

1) Brain Dump
2) Identify your criteria
3) Evaluate
4) See what surfaces
5) Say yes to your yes!
PRACTICE
CONSCIOUS RELEASE RITUALS
WHY?
CREATE AN INTENTIONAL CADENCE
→ I can, but *do I want to?*

→ Is this really working *for me?*

→ How does this feel *in my body?*

→ Is this *authentic & aligned?*
Give yourself permission
(This is Your) PERMISSION SLIP

X __________________________
SIGN HERE
BUT WHAT ABOUT...
WHEN THE CITIZENS THINK YOU’RE ALL CORRUPT?
→ What do YOU know to be true?

→ Get real(istic)
  → Maybe the public WON’T ever understand!

→ Remember your Board of Directors

→ What does your research actually tell you?
  → Sample size
  → Is it scientific?
  → Who is actually making you feel that way?
  → Catch your thoughts!
When you are always in the minority...
CHECK YOUR PERSPECTIVE
Is this actually true?
→ “You NEVER let us do anything fun…”

Complete an authenticity check

What’s the WHY behind it?

Is there ANY common ground?

Connect as humans
When you want to balance district needs but also represent the whole community?
TOGGLE YOUR VIEW
APPROACH WITH INCLUSION IN MIND
When you want to get work done but it’s divisive?
Ask: What is most important?
Put up your shields
Channel your inner Taylor Swift and shake it off
Cultivate Courageous Conversations
WHEN YOU HEAR THE WORDS

"WE NEED TO TALK."
THERE ARE TWO THINGS THAT GET IN THE WAY OF PRODUCTIVE DIALOGUE
OUR MOUTHS & OUR BRAINS
GOALS OF EXTRAORDINARY DIALOGUE

1. Learn
   (Mind The Illusion of Certainty)

2. Find the Truth / Best Path Forward
   (Monitor Perception vs. Reality)

3. Produce Results
   (Are we moving towards action?)

4. Strengthen Relationships
   (No lower back tattoos required)
MASTERING YOUR STORY
ACTION

TELL A STORY
ACTION

TELL A STORY

JUDGMENT

FEEL
ACTION  TELL A STORY  JUDGMENT  FEEL  REACTION
Question your conclusions

✓ Did you tell yourself a story without facts or perceptions?

✓ What meaning are you adding to the action you observed?
MASTERING YOUR STORY

Question the stories in your mind behind the actual events that took place (facts)

✓ Why would a reasonable, rational person do or say this?

✓ What’s your role in the conflict?
A FINAL THOUGHT...
THINK TURTLE STEPS, NOT GIRAFFE GALLOPS
Be good to yourselves!